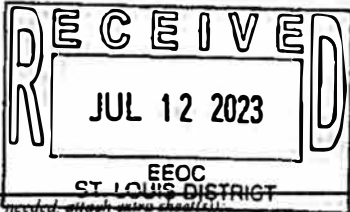


EXHIBIT

1

EEOC Form 5 (11/09)

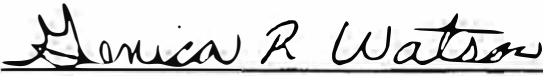
<b>CHARGE OF DISCRIMINATION</b>  This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form		Charge Presented To:      Agency(ies) Charge No(s):  <div style="display: flex; justify-content: space-between;"> <span>EEOC</span> <span><b>560-2023-02438</b></span> </div> <div style="display: flex; justify-content: space-between;"> <span>FEPA</span> <span></span> </div>	
<b>Missouri Commission On Human Rights</b> and EEOC <i>State or local Agency, if any</i>			
Name (indicate Mr., Mrs., Miss, Ms., Dr., Hon., Rev.) <b>Genica R. Watson</b>		Home Phone <b>(618) 671-8128</b>	Year of Birth <b>1971</b>
Street Address <b>2015 Osage St Saint Louis, MO 63118</b>			
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than one, list under PARTICULARS below.)			
Name <b>City of St. Louis</b>		No. Employees, Members <b>15 - 100 Employees</b>	Phone No.
Street Address <b>4100 S 1st Street Saint Louis, MO 63118</b>			
Name		No. Employees, Members	Phone No.
Street Address      City, State and ZIP Code			
DISCRIMINATION BASED ON  <b>Race, Retaliation</b>		DATE(S) DISCRIMINATION TOOK PLACE  <div style="display: flex; justify-content: space-between;"> <div>           Earliest  <b>04/03/2023</b> </div> <div>           Latest  <b>06/01/2023</b> </div> </div>	



THE PARTICULARS ARE (If additional paper is needed, attach extra sheets.)

I was hired by the above named employer in 2018. In or around June 2018, I was promoted to Utility Worker for the Refuse Department, and I currently earn \$15.01 per hour. My current supervisor is Andrew Schafer.

On or about April 3, 2023, I was having a conversation with other employees when another White employee, Ken Griffey, walked up and made a comment about what I said. Mr. Griffey thought I said I did not want to work with "them bitches," but that is not what I said. Mr. Griffey and I argued and he called me a "nigger bitch" in the presence of the other employees. I filed a complaint against him and nothing was done. I continued to file complaints for the harassment that ensued after my initial complaint of discrimination. One day, I was called to the office while I was out doing my job. When I arrived, there were six or seven police officers waiting for me. I asked several times what was going on. After I was handcuffed, a police officer told me that they received a complaint that I attempted to run down Mr. Griffey with my work truck two days prior. After 45 minutes in cuffs, I was finally released because there were conflicting stories of when this allegedly happened. My truck partner was called

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY - When necessary for State and Local Agency Requirements
I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT
<div style="display: flex; align-items: center;">  <div style="margin-left: 10px;">           Date  <b>7-12-2023</b> </div> <div style="margin-left: 10px;">           Charging Party Signature         </div> </div>	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

EEOC Form 5 (11/09)

<p align="center"><b>CHARGE OF DISCRIMINATION</b></p> <p align="center">This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</p>	<p>Charge Presented To:      Agency(ies) Charge No(s):</p> <p align="center">EEOC                              <b>560-2023-02438</b></p> <p align="center">FEPA</p>
<p align="center"><b>Missouri Commission On Human Rights</b>                              and EEOC</p> <p align="center"><i>State or local Agency, if any</i></p>	
<p>in and he confirmed that no such thing happened. My supervisors and management continued to harass me and eventually I was sent to work at another location. I complained because I wanted to know why I was sent away to do a menial and degrading job when I was the one who complained. I was told it was "for my safety" while the investigation into my allegations continued. Mr. Schafer, Mr. Griffey and others would come to my "safe location" and harass me by walking through trash I had just swept up or come to my location where I was sent to pick up trash and just smiled at me and watched me work. I feel as if nothing is being done about my complaint and I will continue to be harassed until I am forced to quit.</p> <p>I believe I am being discriminated against because of my race, African American, and retaliated against for participating in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended.</p>	

<p>I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p>	<p>NOTARY - When necessary for State and Local Agency Requirements</p>
<p>I declare under penalty of perjury that the above is true and correct.</p> <p><i>Genica R. Wato</i></p> <p><i>01-12-2023</i></p> <p align="right"><i>Charging Party Signature</i></p>	<p>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.</p> <p>SIGNATURE OF COMPLAINANT</p> <p align="center">SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE</p> <p align="center"><i>(month, day, year)</i></p>

CP Enclosure with EEOC Form 5 (11/09)

**PRIVACY ACT STATEMENT:** Under the Privacy Act of 1974, Pub. Law 93-579, authority to request personal data and its uses are:

1. **FORM NUMBER/TITLE/DATE.** EEOC Form 5, Charge of Discrimination (11/09).
2. **AUTHORITY.** 42 U.S.C. 2000e-5(b), 29 U.S.C. 211, 29 U.S.C. 626, 42 U.S.C. 12117, 42 U.S.C. 2000ff-6.
3. **PRINCIPAL PURPOSES.** The purposes of a charge, taken on this form or otherwise reduced to writing (whether later recorded on this form or not) are, as applicable under the EEOC anti-discrimination statutes (EEOC statutes), to preserve private suit rights under the EEOC statutes, to invoke the EEOC's jurisdiction and, where dual-filing or referral arrangements exist, to begin state or local proceedings.
4. **ROUTINE USES.** This form is used to provide facts that may establish the existence of matters covered by the EEOC statutes (and as applicable, other federal, state or local laws). Information given will be used by staff to guide its mediation and investigation efforts and, as applicable, to determine, conciliate and litigate claims of unlawful discrimination. This form may be presented to or disclosed to other federal, state or local agencies as appropriate or necessary in carrying out EEOC's functions. A copy of this charge will ordinarily be sent to the respondent organization against which the charge is made.
5. **WHETHER DISCLOSURE IS MANDATORY; EFFECT OF NOT GIVING INFORMATION.** Charges must be reduced to writing and should identify the charging and responding parties and the actions or policies complained of. Without a written charge, EEOC will ordinarily not act on the complaint. Charges under Title VII, the ADA or GINA must be sworn to or affirmed (either by using this form or by presenting a notarized statement or unsworn declaration under penalty of perjury); charges under the ADEA should ordinarily be signed. Charges may be clarified or amplified later by amendment. It is not mandatory that this form be used to make a charge.

#### **NOTICE OF RIGHT TO REQUEST SUBSTANTIAL WEIGHT REVIEW**

Charges filed at a state or local Fair Employment Practices Agency (FEPA) that dual-files charges with EEOC will ordinarily be handled first by the FEPA. Some charges filed at EEOC may also be first handled by a FEPA under worksharing agreements. You will be told which agency will handle your charge. When the FEPA is the first to handle the charge, it will notify you of its final resolution of the matter. Then, if you wish EEOC to give Substantial Weight Review to the FEPA's final findings, you must ask us in writing to do so within 15 days of your receipt of its findings. Otherwise, we will ordinarily adopt the FEPA's finding and close our file on the charge.

#### **NOTICE OF NON-RETALIATION REQUIREMENTS**

Please **notify** EEOC or the state or local agency where you filed your charge **if retaliation is taken against you or others** who oppose discrimination or cooperate in any investigation or lawsuit concerning this charge. Under Section 704(a) of Title VII, Section 4(d) of the ADEA, Section 503(a) of the ADA and Section 207(f) of GINA, it is unlawful for an *employer* to discriminate against present or former employees or job applicants, for an *employment agency* to discriminate against anyone, or for a *union* to discriminate against its members or membership applicants, because they have opposed any practice made unlawful by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the laws. The Equal Pay Act has similar provisions and Section 503(b) of the ADA prohibits coercion, intimidation, threats or interference with anyone for exercising or enjoying, or aiding or encouraging others in their exercise or enjoyment of, rights under the Act.